



DORCAS

DAUGHTERS, OPTIMISTIC, RESPECT, COURAGE, ASSURANCE & SUPPORT

Trustee Annual Report
2023/2024



Help End FGM

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REPORT OF THE TRUSTEES OF DORCAS

(Daughters, Optimistic, Respect, Courage, Assurance & Support)

The Charity Trustees present their annual report together with the financial statements of the charity for the year ended 31st March 2024. The financial statements comply with both the Charity's Constitution and the Charities Act 2011.

DORCAS (Daughters, Optimistic, Respect, Courage, Assurance & Support) is a registered charity that was created to promote and protect the human rights of girls and women who are at risk of abuse; in particular those who are at risk of or have undergone Female Genital Mutilation (FGM).

We aim to raise awareness about FGM and work in collaboration with partnership agencies throughout the West Midlands, to help people who are affected by this practice and ultimately help bring an end to this abhorrent crime.

We take a holistic approach, offering advice and support to those who need it most and place their wellbeing at the front of all our services. We provide awareness programmes to primary/secondary school pupils, colleges and universities, parent consultations, community cohesion, safeguarding, accredited training to professionals, counselling, advocacy, emotional and practical support to survivors, health and wellbeing sessions, court support for protective orders and our early years activity session called My Body Belongs to Me, which teaches younger children the importance of their body being protected and safe.

Summary of Objectives

To promote, preserve and protect the physical and mental health of girls and women living in the Black Country, Birmingham area and Leicester area, especially by provision of:

- One to one emotional and practical support to women and girls at risk or have undergone female genital mutilation (FGM).
- Advocacy, support and referrals to health services and internal counselling.

To advance education, provide information and raise awareness of FGM within the community through the provision of:

- Training to professionals.
- Partnerships working.
- Delivery of FGM awareness programme to schools.
- Engaging with faith and cultural groups.

Public Benefit

The trustees have given regard to the Charity Commission's general guidance on public benefit (Charities and Public Benefit) in the relation to the charitable purpose of the charity. In providing support to women and girls of all ages and from any culture who live within the Black Country, Birmingham and Leicester area, the trustees believe that the objectives of the charity fall within the remit of 'for public benefit'.

Chief Executive Officer's Report

In the past year, DORCAS has made significant strides in delivering support services for survivors of FGM across Birmingham, the Black Country, and Leicester. Our commitment to placing survivors and those at risk at the forefront of our mission remains paramount.



FGM is often a hidden taboo, and many affected communities are reluctant to discuss the practice for a variety of reasons. DORCAS has focused on building strong relationships within these communities, strengthening the trust and rapport necessary for effective support. This year has seen the launch of new services, including a health and wellbeing program, tailored in collaboration with community groups and those with lived experiences of FGM.

Beneficiaries have had access to a wide range of therapeutic services, including trauma therapy, Cognitive Behavioural Therapy (CBT), EMDR, psychosexual therapy, and mindfulness techniques. Our individual counselling is complemented by group therapy sessions that promote wellbeing, self-esteem, and confidence. Each client is supported by a dedicated support worker, ensuring comprehensive and holistic care throughout their counselling journey.

Our new health and wellbeing sessions have been well received, featuring Zumba, Yoga, Fitness, Mindfulness, Meditation, Nutrition, and Pilates classes. We also provide health talks covering essential topics such as FGM awareness, menopause, cervical screening, and domestic abuse. These initiatives not only foster physical health but also enhance mental resilience and support survivors in overcoming trauma.

DORCAS has made substantial contributions to raising awareness about FGM in the wider community. Our outreach programs have reached primary and secondary schools, colleges, and universities, engaging parents and promoting community cohesion. We have supported early years provisions with our My Body Belongs to Me initiative, that educates young children on the importance of keeping them safe from abuse.

This year we have worked alongside many professionals by delivering comprehensive CPD training and specialised sessions on FGM and safeguarding. These efforts are aimed at equipping individuals and organisations with the knowledge necessary to recognise and combat FGM in their communities.

In a landmark case this year, the Crown Prosecution Service achieved the first conviction in UK history for assisting FGM. This case involved the trafficking of a British child to undergo FGM in Kenya, highlighting the importance of continued vigilance and legal accountability in the fight against this practice. As we move forward, it is crucial to keep FGM at the forefront of public discourse and strive for lasting change. Safeguarding against FGM is a collective responsibility that requires ongoing commitment from all sectors of society. At DORCAS we believe that safeguarding is everyone's responsibility!

We extend our heartfelt gratitude to our funders and supporters who have championed DORCAS's mission to support survivors of FGM, protect those at risk and utilise the power of education to raise awareness. Your continued support empowers us to provide essential services and advocate for a future free from FGM. Thank you for standing with us in this vital cause.

Tessa Clarke, Chief Executive Officer

What is FGM



Female genital mutilation (FGM) is a procedure where the female genitals are deliberately cut, injured or changed, but there's no medical reason for this to be done. It's also known as female circumcision or cutting, and by other terms, such as Sunna, gudniin, halalays, tahur, megrez and khitan, among others.

Instruments such as a knife, scalpel, scissors, glass or a razor blade are commonly used. Children are rarely given anaesthetic or antiseptic treatment and are often forcibly restrained; meaning that they are awake during the procedure and are held down by family members while they are being cut. FGM is not based on religion but on cultural tradition, which is passed down from generation to generation for decades.

Consequences of FGM

The effects of FGM in Children - excessive bleeding are common consequences of the procedures, both of which can be deadly. Death can occur as a direct result of being cut. These deaths can be caused by a range of complications, including haemorrhage, contracting septicaemia, tetanus, or HIV, due to unsterilised tools. A girl will also experience shock, fear, pain and trauma. After undergoing FGM, a girl can experience difficulty in passing urine and difficulties with menstruation, because her urethra and/or vaginal opening may have been blocked through FGM. This can lead to chronic urinary infections and chronic pelvic inflammation. They may also suffer from cysts, abscesses and ulcers after being cut.

Young girls who are subjected to FGM may also suffer educationally. Health problems resulting from FGM can cause them to miss school/college/university, leading to poor achievements, which will economically disadvantage them later in their lives. FGM is also often a precursor to child marriage.

The effect on women adults - With FGM, sex can be painful and traumatic. Women and girls who have undergone infibulation (narrowing the vaginal opening). This will often have to be re-cut to have sex or may experience forced penetration. It is not only the first time that is painful. For many women, scar tissue will continue to cause pain during sex throughout their lifetimes, whilst their partners may also experience pain and trauma during sex. After a girl/young woman is cut, there can be an increased risk of infertility, which within some communities may cause her to be abandoned by her husband.

FGM has a direct impact on maternal and infant mortality. Women who have undergone FGM Type 3 are 70% more likely to suffer haemorrhage through giving birth. They are twice as likely to die in childbirth and have a higher likelihood of stillbirth due to obstructed labour. Women who have undergone FGM Type 3 are also more likely to experience other complications including obstetric fistula, foetal asphyxia, and perineal tears.

It is estimated that more than 230 million girls and women alive today have undergone FGM worldwide, with the majority of children cut before the age of 5.

NHS Data

The NHS Dataset has reported on FGM cases in England since 2015. The below excerpt details individual cases reported during 2023 – 2024. It also shows the number of newly reported cases as well as the total of attendances to NHS services, which includes GP's, hospitals and mental health services. Unfortunately, since the start of the Dataset, the figures have only increased each year!

Quarter	Individuals	Newly Recorded	Total Attendances
Quarter 1 2023	1,760	805	2,990
Quarter 2 2023	1,865	865	3,075
Quarter 3 2023	1,945	970	3,310
Quarter 4 2023	2,180	1,040	3,955
Quarter 1 2024	2,090	945	3,900
Total	9840	3680	17,140

TOGETHER WE CAN END FGM!

Achievements, Performance and Services



By supporting community groups and educating them about the dangers of FGM, we have been able to dispel myths and create a better understanding for those groups who practice FGM. Over time our hope is that we will start to see an improvement from the impact of FGM on women's mental and physical health, which will make a lasting difference to their lives.

It will also change the dynamics between genders in the community and seek to improve a woman's 'value' in the family, home and community; challenging the misconceptions that is attached to those who are persecuted by this practice, to give them a voice, so that they can enjoy community life and access help without feeling stigmatised, impacting on their lives and the next generations.

FGM Awareness Programme – Primary and secondary schools, colleges and universities.

The programme enables preventative methods to be implemented at the earliest stage possible. Offer protection, counselling and support to identified young girls at risk from FGM. Help and support them to reach their fullest potential, not just in school but later in life when they reach womanhood. Creative arts and awareness gives them the confidence and empowers them to change their own cultural traditions, not just for themselves but their children. By understanding that all forms of abuse are not just wrong but extremely harmful, with devastating long-lasting effects. It will educate children and young people about the dangers of FGM.

We create opportunities for conversations, empowering children and young people to challenge these deep-rooted traditions that are based on fear and suppression. They gain the courage to say no to FGM and feel they have strong support across their community in tackling this abuse.

DORCAS continues to make an impact in the school delivery programme and have increased significantly this year in raising awareness about FGM. DORCAS have been invited to return annually to schools to continue to ensure no child gets left out, and an increase interest from parent consultations have led to requests for more detailed awareness training for parents. Great school and safeguarding partnerships have meant that DORCAS have been invited to have stands at parent evenings, coffee mornings, school engagement marketplaces, leisure centres and university student fairs. Raising awareness of FGM has extended to staff who support children and families with emotional and wellbeing and a part of health and educational fun days.

Counselling and one to one support

Our counsellors provide therapeutic services to survivors of FGM, who live within our geographical area. We offer: Trauma therapy, CBT, EMDR, psychosexual therapy, relationship issues, mindfulness, hypnotherapy, person centred and group therapy. The counsellor will work alongside a support worker, who will offer continued support throughout the duration of counselling.

One to one emotional and practical support is also available to survivors, those at risk and their families. This year we have been able to work with more families on a one-to-one level and help raise their understanding of the harmful health implications that are caused by FGM, as well as give them the knowledge around UK laws and the safeguarding.

Community Cohesion/Outreach/Awareness

This creates strong community partnership working. Encourage multi faith groups working together and united, instead of seclusion/exclusion. Community members being supported and understand where and how to access support. DORCAS has now become known within the community and FGM awareness continues to be raised. We work with many community and faith groups and even hold certain events for the men, as we believe they too should be educated and be part of the fight against ending FGM.

Voices of survivors, children and young people have been and will continue to be used to develop the services further. Working with both male and female community groups and educating them about the dangers of FGM. The Black Country and Birmingham area are culturally diverse and have a high prevalence of FGM, so by reaching out and engaging various community groups and educating them about such abuse, has helped strengthen community cohesion, breakdown barriers, unite social groups and most importantly raise awareness about the serious health complications of FGM.

Our women's support groups are delivered weekly throughout local areas, and they enjoy a range of activities such as Zumba, Yoga, Fitness, Mindfulness, Pilates, and Nutrition classes. In partnership with other health and social care providers, we also deliver essential health talks addressing topics such as FGM, menopause, cervical screening, breast and colon cancer, domestic and sexual abuse.

In the community, DORCAS have continued to meet the needs of those affected by FGM through health and wellbeing sessions, group empowerment sessions and work, employment, education and information. Advocating for survivors with multiple support needs has been a huge part of DORCAS's achievements this financial year. Increase community trust has led to stronger relationships allowing DORCAS staff to better identify, monitor and provide further needed support. This has enabled DORCAS to excel and explore new initiatives and be active in creating ways to have continuous progress. Funding and partnership working has allowed for a breakdown in barriers to accessing support i.e. counselling, health, upskilling, work and travel. Furthermore, this has created further opportunities for success as it has opened doors to new and significant targeted areas.

Our Year in Numbers

Over the course of this financial year, we have provided the following support;

- 1,587 children, young people and staff participated in our FGM Awareness Programme.
- 1,268 participated in our Parent and Pupil sessions.
- 1,499 people completed our Professional CPD FGM training.
- 928 hours of 1-1 counselling support was delivered.
- 319 people have benefited from our support in the community.
- 3,088 participated in My Body Belongs to Me
- 1 Female Genital Mutilation Protection Order (FGMPO) was initiated.

Annual National Events Annual National Events

DORCAS held a strong stance during Zero Tolerance Day and were present in Leicester Haymarket in partnership with Freedom 4 Girls, Wolverhampton Mander Centre and Birmingham in partnership with Aston University, White Ribbon, Roshni and BSWA.

The 16 days of activism for Violence Against Women and Girls (VAWG) led to an increase of interest in volunteering and partnership working with both voluntary and statutory agencies. Walsall, Wolverhampton and Birmingham Councils were the crucial lead in bringing events, support and raising awareness across the areas, in shedding the light on abusive practices that affect the lives of many women and girls.

Professionals Training Course

The FGM training provides each learner with valuable cultural insight into the practice of FGM and equips them with the vital knowledge to support them in their professional roles. The course looks at the different types of FGM, the prevalence, signs and indicators, the health implications, safeguarding, roles and responsibilities and the law.

Training is for 1 hour 30 minutes and is delivered for free of charge. It can be delivered to small or large groups at your organisation or a local training venue.

We believe that only through raising awareness and training can we truly make a difference.

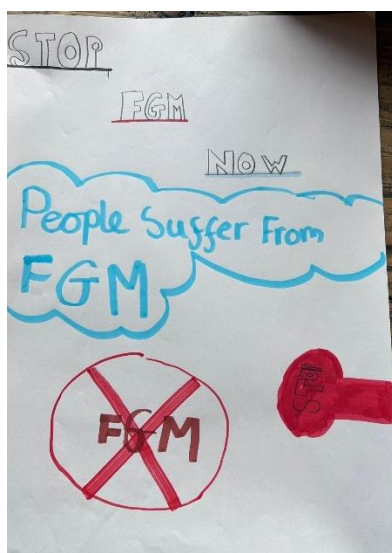
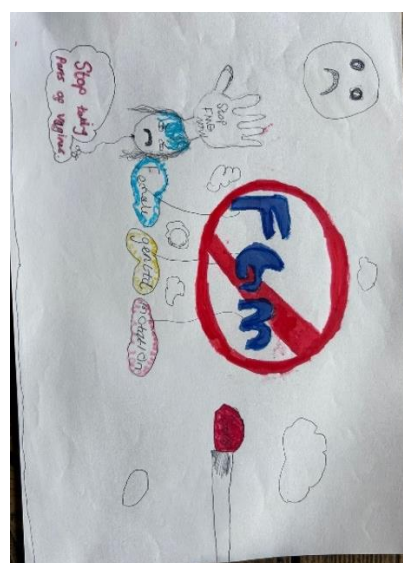
[FGM Awareness Training for Professionals - Courses | The CPD Certification Service \(cpduk.co.uk\)](https://cpduk.co.uk/)

My Body Belongs to Me

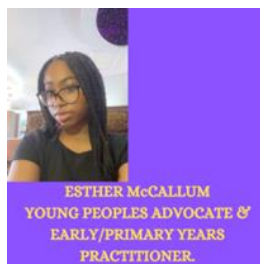
We understand that FGM cannot be taught to young children, so we created 'My Body Belongs to Me', which is a fun interactive programme aimed at early years and teaches them the importance about keeping their bodies safe, protected and that their privates are private, like precious jewels.

Prior to any of our sessions with the children, we support schools by delivering parent consultations. This enables parents to meet the DORCAS team, learn about FGM, have an opportunity to see the material we will be delivering and ask any questions.

The programme continues to flourish with the schools and children from as young as nursery to primary school leavers having increased learning about their rights surrounding harm and unwanted touch and how to be ambassadors for each other ensuring that they grow up to become good citizens.



Meet the DORCAS Team



This year we have been successful in expanding our geographical reach and now also cover Leicester, Leicestershire and the Rutlands. We deliver the same support services across all areas and with the support of partnership agencies in both the voluntary and statutory sector we are now supporting community groups through education, raising awareness, training and counselling.

We are delighted to have been able to expand our team by welcoming Devine Thomas our Health and Wellbeing Coordinator, Sasha Squires our Leicester Community Cohesion and Development Worker, Maureen Lyttle our Childrens and Family Support Worker. Each come with their valuable knowledge, expertise and knowledge and are already valuable members of team DORCAS.

Financial Review

The total income received during 2023-2024 was £98,486; this has increased threefold from last year's total of £31,982. This increase in funds has enabled DORCAS to expand the services it delivers both in terms of the numbers supported but also the geographical area in which we provide support.

Expenditure has increased in line with our expansion with the total for 2023-24 being £87,116 compared to £41,870 during 2022-23.

Reserves Policy

The trustees recognise that it is good practice to hold reserves in place for emergencies such as a reduction in funding or the need to increase the delivery of service to meet demand for support. With this in mind, the trustees' goal is to maintain the equivalent of 6 months expenditure as unrestricted reserves.

To achieve this, the financial strategy is to continually review the charity's expenditure to ensure funds are used appropriately and economically. In addition, the charity plans to engage in internal and external fundraising activities including securing funds from charitable trusts and foundations.

At the end of 2023-24, the charity reserves were £ 16,947, £800 of which was unrestricted with the remaining £16,147 being restricted.

Thank you to our Financial Supporters

We have had a remarkable first year and have been privileged to have been awarded funding from the following organisation; without their support our charity would not be.

- ✚ The National Lottery Community Fund
- ✚ The Saturday Trust
- ✚ Sports Lottery UK
- ✚ DWF Charitable Foundation
- ✚ The People's Postcode Lottery
- ✚ Leicestershire and Rutland Community Foundation
- ✚ The Sackler Trust
- ✚ Heart of England Community Foundation
- ✚ The West Midlands Police and Crime Commissioner
- ✚ The Allen Lane Foundation
- ✚ The Dulverton Trust

Structure, Governance and Management

Governing Document

DORCAS is a Charitable Incorporated Organisation (CIO) based in Willenhall in the West Midlands. It is governed by a constitution and was entered on the Register of Charities by the Charity Commission of England and Wales on 12th April 2021.

Organisational Structure

The Trustees delegate the running of the charity to the Chief Executive Officer who is responsible for running the operational aspect of the charity. The charity has a Board of Trustees consisting of at least 4 but no more than 10 individuals. The board consists of a chair, a treasurer, and up to 8 elected trustees. Charity trustees are responsible for the strategic direction and policy of the charity.

Recruitment and Trustee Induction and Training

All potential new trustees must complete an application form and are encouraged to read through literature available on the Charity commission website to ensure they are aware of their responsibilities. New trustees are then invited to attend an informal meeting with two trustees who will discuss the following aspects of the organisation and answer any questions arising.

The role, responsibility and obligations of the charity trustees
The main documents which set out the operational framework for the charity
The current financial position as set out in the latest published accounts
Future plans and objectives of the charity

If appropriate the new trustee will be invited to attend a trustee meeting as a guest in order to gain an understanding of trustee meetings and if all parties are happy to proceed, the new trustee will be formally appointed at the following trustee meeting.

In addition to the above, a copy of the latest Trustee Annual Report is given to new trustees along with a charity trustee role description, a copy of the constitution, the Charity Commission's Trustee Handbook, the charity's main policy documents and the latest financial statement. Where appropriate and required, training for trustees is provided.

Risk Management

The trustees monitor and review risk during the course of the year. A risk register is maintained describing the major risks to which the charity may be exposed and outlining the systems that have been established to help mitigate any identified risks. The main risks to the charity are lack of adequate funding, health and safety and safeguarding.

To help reduce these risks, a reserves policy is in place as well as health and safety procedures to ensure compliance with Health and Safety for all visitors to the charity offices. Disclosure and Barring checks are made on all staff and potential new volunteers where appropriate prior to them supporting service users. General Data Protection Regulations, Safeguarding Adults and Child Protection and Prevent policies are all adhered to.

Responsibilities of the Trustees

The charity must hold a minimum of 6 meetings a year and there must be a quorum of 3 elected trustees at each meeting.

Charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of its financial position at the end of that year. In preparing these financial statements the Trustees are required to:

- Select suitable accounting policies and apply them consistently
- Make judgments and estimates that are reasonable and prudent
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements; and
- Prepare the financial statements on a going concern basis unless it is appropriate to presume that the charity will not continue in existence.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charity (Accounts Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustee Annual Report was approved by the Board of Trustees on the 11th December 2024 and was signed on their behalf by

.....
Cyrillia Augustin, Chair

Our behalf of DORCAS, we would like to thank our funders for all of their support and help!

In addition, the trustees would like to say a massive thank you to all of the staff for their support and hard work during this amazing year.

Legal and Administer Information

DORCAS is a Constitution of a Charitable Incorporated Organisation (CIO), whose only voting members are its charity trustees. The Charities Act 2011 creates the basic legal framework for the CIO. This framework is completed by regulations: The Charitable Incorporated Organisations General Regulations 2012 'General Regulations' and The Charitable Incorporated Organisations (Insolvency and Dissolution) Regulations 2012 'Dissolution Regulations' DORCAS is overseen by the Charity Commission for England and Wales.

Charity Details:

Charity Name: Daughters, Optimistic, Respect, Courage, Assurance & Support (DORCAS)

Charity Status: Charitable Incorporated Organisation

Registered Charity Number: 1194064

Registered Office: West Midlands House
and Operational Address: Gipsy Lane
Willenhall
WV13 2HA

Telephone and Text: 0121 667 9796 / 07462837349

Email Address: dorcas@gmx.com

Website: www.dorcasuk.com

Charity Trustees:

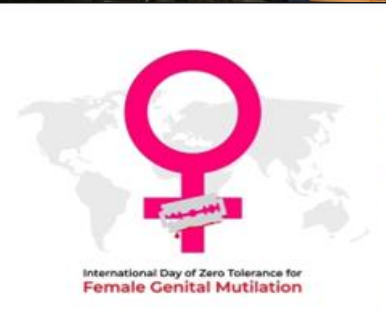
Chair	Cyrellia Augustin (appointed Mar 2023)
Treasurer	Kayon Bailey (appointed July 2023)
Trustee	Nigel Oram (appointed Mar 2021)
Trustee	Nathalie Neza Bigimbi (appointed Mar 2021)

Independent Examiner:

Bev Richardson M.A.A.T.
Charity AID Accountancy Services,
Woodland Lodge, Dunston Business Village,
Stafford Road, Dunston, Staffordshire, ST18 9AB

Bank:

Royal Bank of Scotland
46 – 48 Deansgate
Bolton
Lancashire
BL1 1BH



INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF DORCAS

I report on the financial statements of DORCAS for the year ended 31 March 2023 which are set out on pages 15-18.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the financial statements. The charity's trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act 2011 'the 2011 Act' and that an independent examination is required.

It is my responsibility to:

Examine the accounts under Section 145 of the 2011 Act 2011

To follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and

To state whether any particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) Which gives me reasonable cause to believe that, in any material respect, the requirements

To keep accounting records in accordance with Section 130 of the 2011 Act; and

To prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

have not been met; or

(2) To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Bev Richardson M.A.A.T.

Date: 11th December 2024

On Behalf of

Charity AID Accountancy Services

Woodland Lodge, Dunston Business Village,

Stafford Road, Dunston, Staffordshire, ST18 9AB

DORCAS

Receipts and Payments Account for the period

	Note	Unrestricted	Restricted	2024	2023
		£	£	£	£
<u>RECEIPTS</u>					
Donations	1	120	0	120	0
Charitable Activities	2	0	96,616	96,616	31,982
Fundraising	3	0	0	0	0
Investments	4	0	0	0	0
Other Receipts	5	1,750	0	1,750	0
TOTAL RECEIPTS		1,870	96,616	98,486	31,982
<u>PAYMENTS</u>					
Raising Funds	6	0	0	0	0
Charitable Activities	7	0	5,251	5,251	1,685
Staff Costs	8	0	67,955	67,955	32,619
Charity Running Costs	9	0	11,935	11,935	13,366
Governance	10	0	375	375	200
Other Payments	11	1,600	0	1,600	0
		1,600	85,516	87,116	47,870
<u>ASSETS & INVESTMENTS</u>					
Fixed Assets		0	0	0	0
Investment		0	0	0	0
		0	0	0	0
TOTAL PAYMENTS		1,600	85,516	87,116	47,870
Net incoming resources		270	11,100	11,370	(15,888)
Transfer between funds		0	0	0	0
Cash funds from last year		530	5,047	5,577	21,465
TOTAL CASH FUNDS		800	16,147	16,947	5,577

Statement of Assets and Liabilities as at 31st March 2024

ASSETS AND LIABILITIES

	Unrestricted	Restricted	Total
CASH FUNDS			
Business Current Account	800	16,147	16,947
OTHER MONETARY ASSETS	0	0	0
INVESTMENT ASSETS	0	0	0

**ASSETS RETAINED FOR THE
CHARITY'S OWN USE**

The Charity does not currently own any assets of monetary value

LIABILITIES

Independent Examination	480
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The financial statements were approved by the Board of Trustees on 11th December 2024 and were signed on their behalf by

.....
Cyrillia Augustin Chair

.....
Treasurer

Notes to the Accounts

	Unrestricted £	Restricted £	2024 £	2023 £
1 Donations				
Gift Aid Donations	120	0	120	0
Other Donations	0	0	0	100
Gift Aid Inland Revenue	0	0	0	0
Charitable Donations	0	0	0	0
	120	0	120	100
2 Charitable Activities				
Contracts	0	63,320	63,320	19,984
Grants	0	33,296	33,296	11,998
	0	96,616	96,616	31,982
3 Fundraising				
Crowdfunder	0	0	0	0
General Fundraising	0	0	0	0
	0	0	0	0
4 Investments				
Bank Interest	0	0	0	0
	0	0	0	0
5 Other Income				
Miscellaneous	1,750	0	1,750	0
	1,750	0	1,750	0
	Unrestricted	Restricted	2024	2023
6 Raising Funds				
Fundraising Costs	0	0	0	0
Community Events	0	0	0	0
	0	0	0	0
7 Charitable Activities				
Professional CPD Training	0	0	0	480
Counselling	0	3,850	3,850	160
Activities	0	0	0	0
Resources & Materials	0	1,315	1,315	1,015
Refreshments	0	86	86	30
	0	5,251	5,251	1,685

Notes to the Accounts continued

8 Staff Costs

Staff (Inc NI & Pension)	0	64,778	64,778	30,834
Payroll Services	0	480	480	347
Sessional Staff	0	982	982	792
Volunteers	0	29	29	0
Expenses	0	490	490	481
Supervision	0	0	0	0
Travel	0	1,136	1,136	69
Training	0	0	0	0
DBS	0	60	60	96
	0	67,955	67,955	32,619

9 Charity Running Costs

Office Rent inc Utilities	0	6,300	6,300	6,310
Rates	0	1,418	1,418	68
Room Hire	0	338	338	418
IT & Telephone	0	294	294	1,837
Stationery, Printing, Postage	0	235	235	1,064
Office Equipment	0	0	0	258
Insurance	0	169	169	159
Publicity	0	3,065	3,065	3,252
Annual Fees	0	116	116	0
	0	11,935	11,935	13,366

10 Governance

Governance Costs	0	0	0	0
Independent Examination	0	375	375	200
Professional Fees	0	0	0	0
	0	375	375	200

11 Other Payments

Miscellaneous	1,600	0	1,600	0
	1,600	0	1,600	0